



**State Representative Juanita Brent
22nd House District**

Sponsor Testimony - House Bill 115

Chair Johnson, Vice Chair Manchester, Ranking Member McNally, and the members of the Commerce and Labor Committee. Thank you for allowing me the opportunity to testify today in support of House Bill 115, the Ohio Equal Pay Act.

This bill is not the first of its kind in Ohio, much less within this committee. This bill is addressing the reality that women and families across Ohio face.

Women earn roughly 84 cents for every dollar the average white man earns. Black women earn \$0.69, Native American women earn \$0.59, Pacific Islander & native women earn \$0.66 and Latina women earn \$0.57.

This is the reality. These are dollars these women and their families should have and never received. The Ohio Pay Act is a bill to establish transparency in the workplace. Transparency shrinks the gender pay gap.

The Ohio Pay Act:

- Stops employers from limiting and retaliating against employees that speak about their wages.
- Requires public employers to create a job evaluation system to identify and eliminate sex-based wage disparities.
- Stops employers from requiring or using an employee's prior wages as a criterion during the hiring process without the potential employee's consent.

I respectfully ask for this committee to support House Bill 115. I am willing to address any questions you may have. Thank you.